

Objective Force Soldier Requirements Review Council



Soldiers....the Centerpiece of our Formations

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Objective Force Soldier RRC PURPOSE

- **Obtain CSA approval of concepts and way ahead to market, outreach, recruit, assess, precondition, train, and equip the Objective Force Soldier**
- **Obtain CSA approval to pursue new management model for Soldier weapons and equipment acquisition**
- **Identify emerging resource requirements for POM Process**
- **Frame issues for decision in the Personnel Transformation RRC and State of the Army Review (2d QTR, FY03)**



Objective Force Soldier RRC AGENDA

5 min RRC Introduction

LTG Riggs

50 min

Developing the OF Soldier

MG

Rochelle/COL Fondacaro

40 min

Equipping the OF Soldier

- Science & Technology

Dr. Andrews

- Acquisition

COL(P) Moran

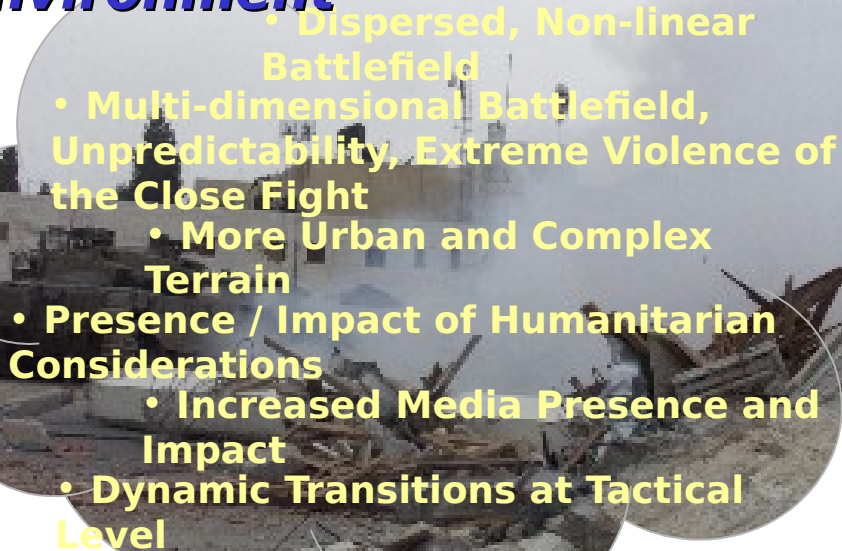
25 min

Discussion/Summary

The Operational Environment And The OF Soldier

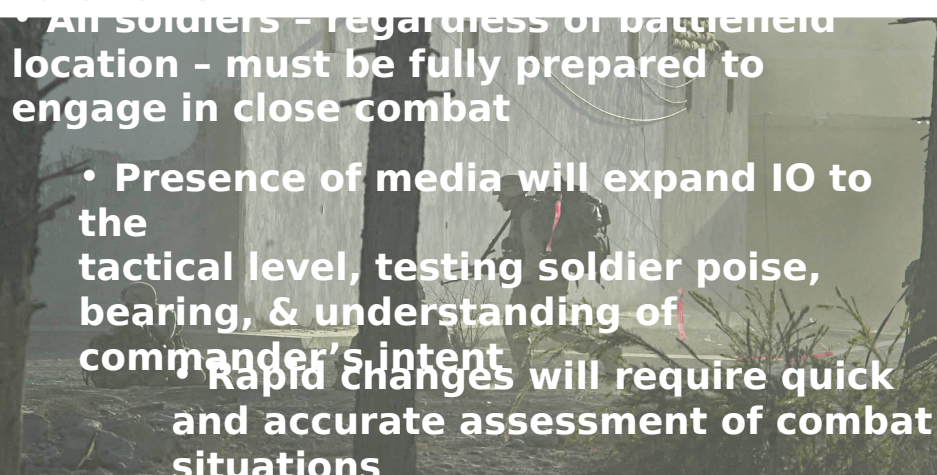
Which

The Future Environment

- 
- Dispersed, Non-linear Battlefield
 - Multi-dimensional Battlefield, Unpredictability, Extreme Violence of the Close Fight
 - More Urban and Complex Terrain
 - Presence / Impact of Humanitarian Considerations
 - Increased Media Presence and Impact
 - Dynamic Transitions at Tactical Level

- Constant, high intensity, close combat
- No rear areas - no sanctuary
- Information Operations effects down to the tactical level
- Constantly changing ROE and tactics
- Combatant and non-combatant roles blurred.
- Extreme stress, soldier / leader fatigue

Requires Consideration of these Factors

- 
- All soldiers - regardless of battlefield location - must be fully prepared to engage in close combat
 - Presence of media will expand IO to the tactical level, testing soldier poise, bearing, & understanding of commander's intent
 - Rapid changes will require quick and accurate assessment of combat situations



Increased physical & psychological stress over longer time frame

- Dispersed distances will challenge discipline, motivation, and confidence in self and team
- Rapid individual judgment and decision-making function at lower levels

Implications for Soldiers

“By far the most important design requirement will be the development of adaptable soldiers,

A Different Operational Environment Requires

new ways to think & operate

Design education and training to . . .

- Develop a universal soldier identity as **warriors** with a common baseline of values, discipline, and warfighting expertise
- Develop mental agility and versatility to master rapid transitions
- Develop confidence resolving ambiguity and dominating any situation
- Develop and foster a universal, **warrior** culture based on disciplined initiative, teamwork and mutual respect & appreciation



Soldiers Are the Centerpiece of Our Formations



Objective Force Soldiers must master the transition requirements to *see first, understand first, act first, and finish decisively* faster than the enemy. How we enable this Soldier to accomplish this will have profound implications on how the Army recruits, trains, and equips its Soldiers

Soldiers' Confidence Derives From

- **Confidence in Training**
- **Confidence in Equipment**
- **Trust in Leaders**



“Their collective proficiency and willingness to undergo the brutal test of wills that is combat remains the ultimate test of Army force readiness.”

Preparing Soldiers for the Objective Force



- Invest in those qualified to join the Army
- Instill the Army Values
- Imbue the Warrior Ethos
- Motivate to remain, and develop through standards-based, life-long learning
- Train as fit, disciplined, and adaptive team members
- Psychologically and Physically prepare for full spectrum conflict

Effective training produces the force - soldier, leaders, and units - that can successfully execute any assignment or mission (FM 7.0., Training the Force, 1 Oct)

Different!

the Past.”

~~FROM TODAY~~

- **Structured learner**
- **Wants to succeed**
- **Narrow commitment**
- **Leader dependent**
- **Orders dependent**
- **Reactive**
- **Structured deployability**
- **Externally motivated**
- **Follower-oriented**
- **Undeveloped judgment**
- **Limited tech exposure**
- **Task-Focused**

SUSTAIN

Embraces Army Values



Rapid Learner



Desire for Team Membership



High Motivation



Rapidly Evolves to New Tech



TO THE FUTURE

- 
- Adaptive learner
 - Refuses to accept defeat
 - Broad commitment
 - Self-reliant
 - Disciplined initiative
 - Proactive
 - Deployable mindset
 - Self-motivated
 - Leader potential
 - Sound judgment
 - Comfortable with new technology
- h • Dominates Situations**

***...Every Soldier Imbued with
Army Values and the Warrior***

The Objective Force Soldier Model

"BE" "KNOW" "DO"

Values	Characteristics	Actions
--------	-----------------	---------

A Soldier of Character and Competence Imbued with the Warrior Spirit, Persuasive in Peace, Invincible in War!

Loyalty Duty Respect Selfless Service Honor Integrity Personal Courage	Warrior Ethos Self disciplined Active Team Member Proactive Physically & Mentally tough Self-Motivated Confident Leader Potential Disciplined initiative	Dominates situations Deployable mindset Self Reliant Adaptive Learner Decisive Sound Judgment Versatile Expert in Warfighting and in the use of Emerging Technology	Operating -See first -Understand first -Act first -Finish Decisively Interacting - Listen - Speak - Network Improving -Learn -Grow -Achieve
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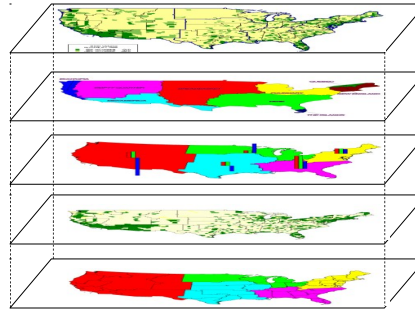
The Objective Force Soldier - Centerpiece of Our Warrior Culture

Transforming The Accessions Process - Accessing

FIRST HANDSHAKE

UNDERSTAND THE MARKET

Situational awareness
Objective Force market dynamics

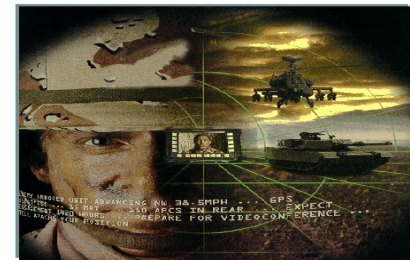


STRATEGIC OUTREACH

Leverage communications technology
National campaign strategy
Warrior Ethos message

RECRUIT

Empower recruiters through selection and training
Web-based recruiter engagement
Physical, mental, skill-based assessment



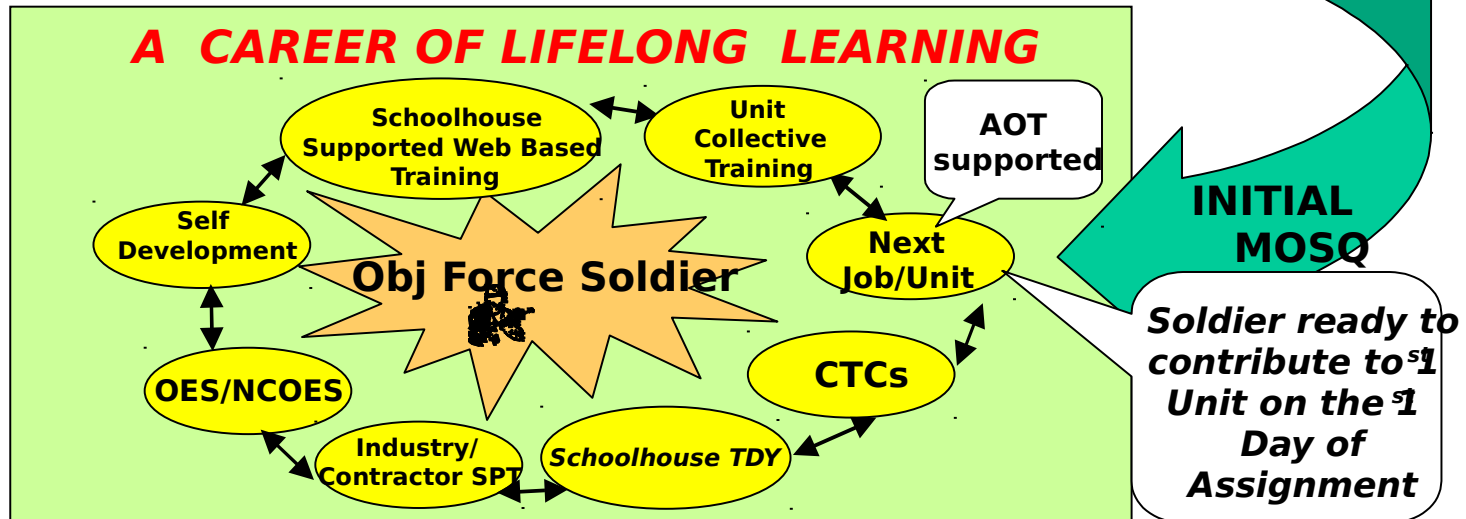
**"A seamless, integrated, standards based process that transitions
between recruiter, soldier, trainer, and first unit"**

• Market • Outreach • Recruit • Assess • Preconditioning

Transforming The Accessions Process

TO FIRST UNIT

Initial Entry Training Integrated Training Model

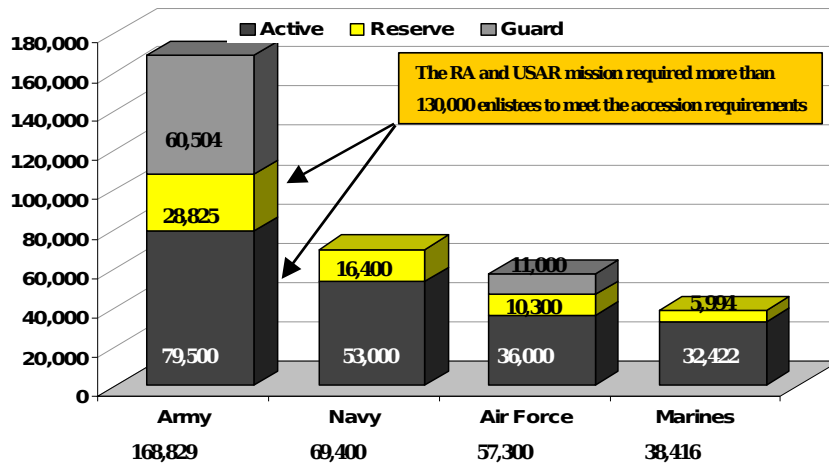


• Market • Outreach • Recruit • Assess • Preconditioning •

Recruiting the Objective Force Soldier

Magnitude & Scope of the Mission

Services Accession Missions (FY02)

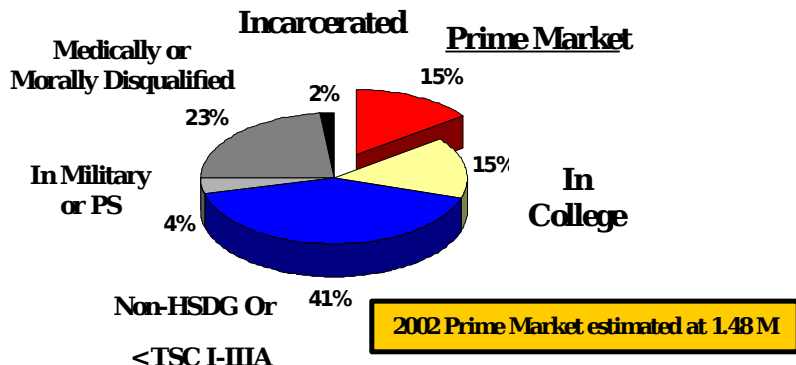


- The Army (RA, USAR and NG) mission is greater than all other services combined.
- Army recruiting is complex and precise.

Must locate qualified applicants and present them the full array of Army opportunities:

- over 200 enlisted specialties
- 40 Warrant Officer Specialties
- ROTC and OCS Missions
- 48 Medical Officer specialties

“Right Soldier and Right Skill at the Right Time and Place.”
Program

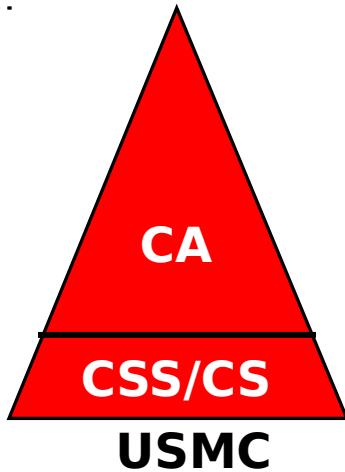


“You recruit an entire French Army a year.” BG Elrick Irastorza, Director French Army Recruiting Command, USAREC Visit 29 April 2002

• Market • Outreach • Recruit • Assess • Preconditioning •

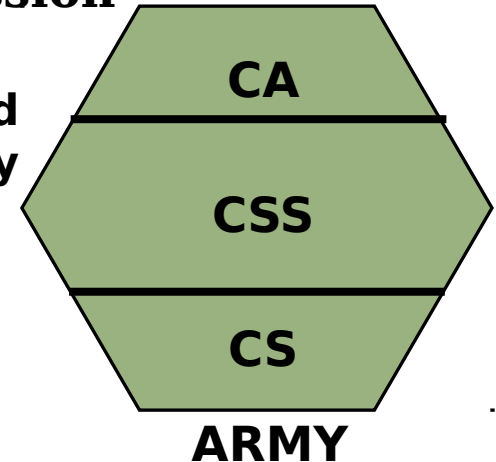
Recruiting the Objective Force Soldier

Magnitude & Scope of the Mission

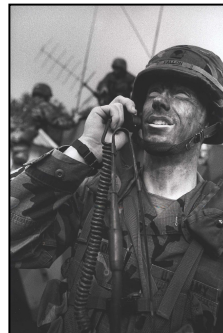


- The Army must recruit for a broad range of skills with universal quality and standards.

- Every soldier's job in Army formations is an important one.



- Force composition drives recruiting requirements
 - USMC composition: CA 62% and CSS/CS 38%
 - Army composition: CA 27.2%, CSS 42.8%, and CS 30%
 - USMC recruits for 38 enlisted programs
 - Army recruits for 212 enlisted specialties (+)

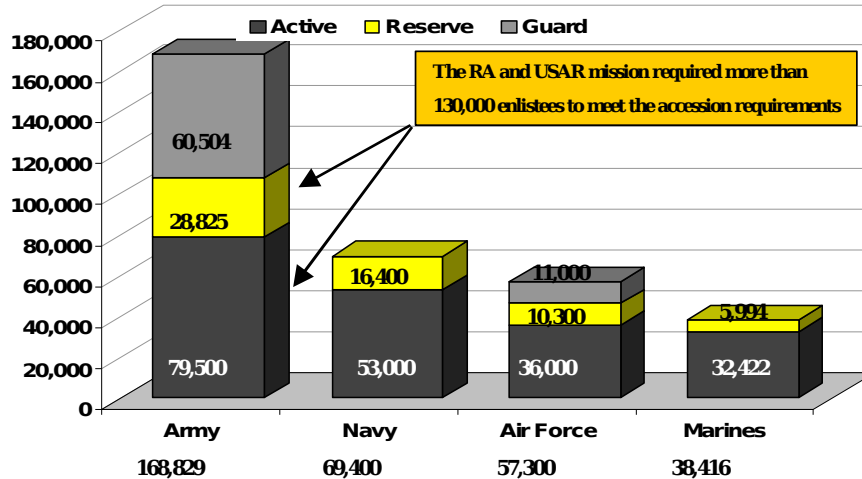


• Market • Outreach • Recruit • Assess • Preconditioning • T

Recruiting the Objective Force Soldier

Magnitude & Scope of the Mission

Services Accession Missions (FY02)

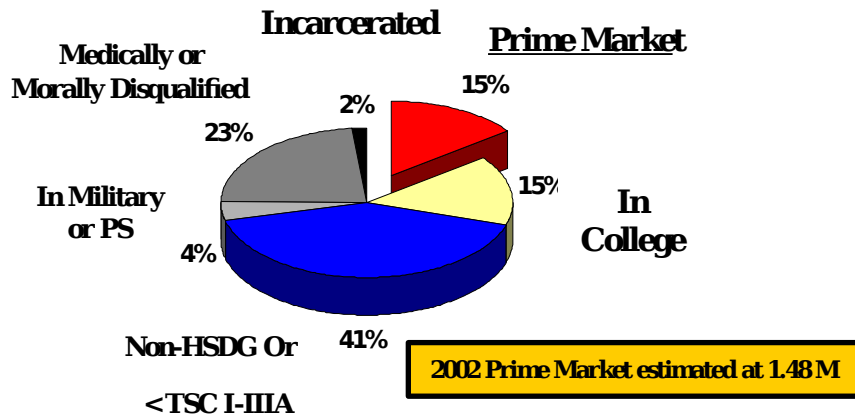


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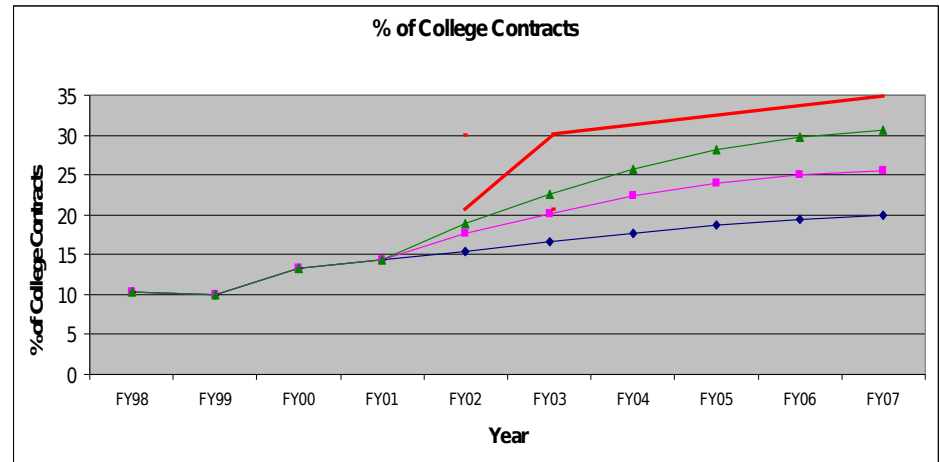
Recruiting the Objective Force Soldier

Growing the Objective Force Leader

	<u>Goal:</u>	<u>FY02:</u>	<u>FY08:</u>
HS	90%		91%
94%			
CAT I-III A	63.5%	68%	
75%		→	
CAT IV	2.0%	1.38%	
1.38%			
"Some College"	15%	21.1%	
35%			
Hispanic	12%	12.7%	
7%			
MOS Precision	19.9%		
100%			

- To grow our prime market, must expand our efforts in the college market

- The Objective Force Leader is on the college campus



The FY02 cohort are the future NCO leaders of the Objective Force

The accession process is about finding our future soldiers and developing them into our future leaders!

• Market • Outreach • Recruit • Assess • Preconditioning •

Market Dynamics

Characteristics

FROM TODAY

Generation X

Millennials

Market trends

- Prime market growing at slow pace
- College continuation remains high
- More diverse than previous generations



TO TOMORROW

Next generation not identified

Market trends

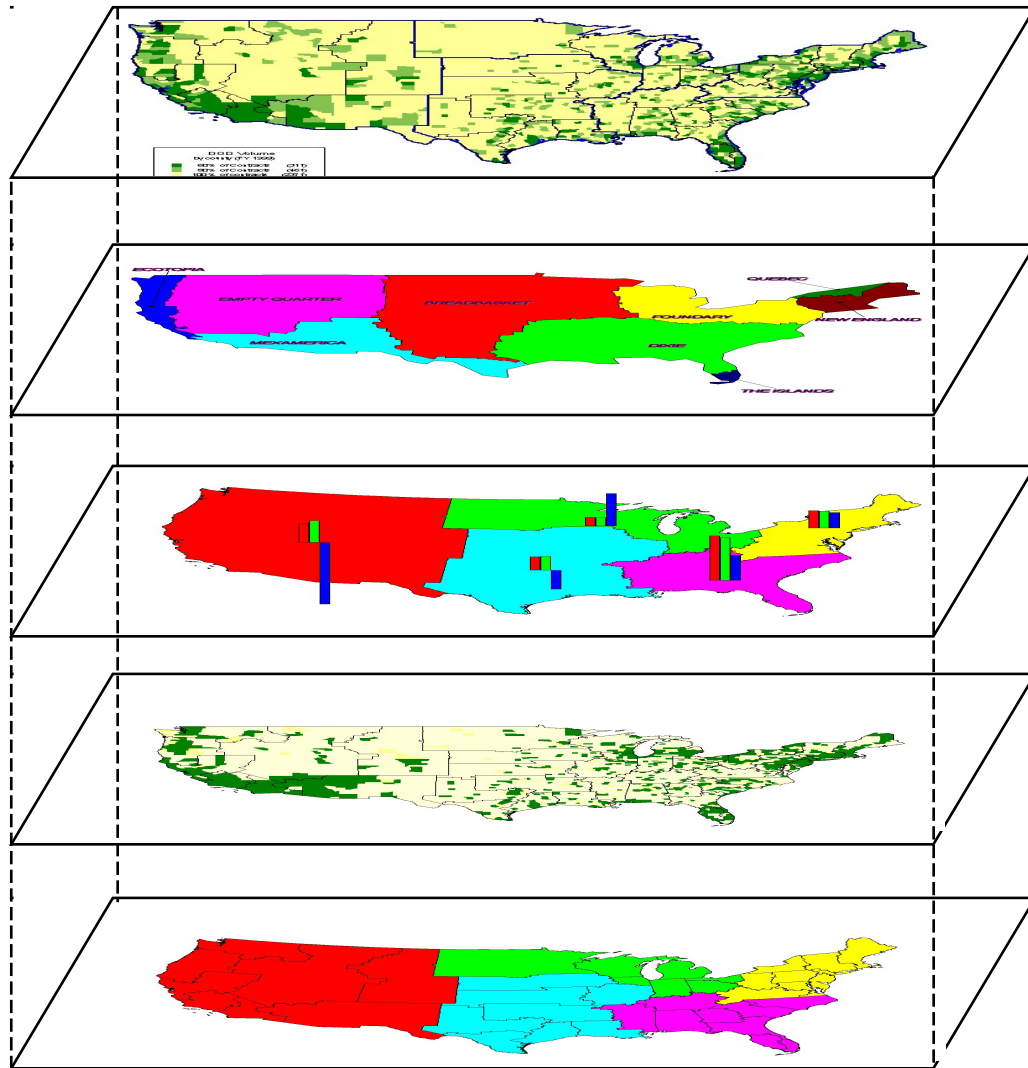
- Prime market growing at slow pace
- College participation increasing
 - Highly diverse society

Impact on the Objective Force

- Skill mix more combat heavy; may reduce percent of females
- Higher aptitude; need to train more complex weapon system
- Somewhat greater seniority

“Market research is imperative to pinpoint the objective force soldier with unprecedented accuracy! ”

Strategic Market Assessment-- Using an IPB Approach



- ☀ **Production Analysis**
- ☀ **Socio-Cultural Analysis**
- ☀ **Psychographic Analysis**
- ☀ **Demographic Analysis**
- ☀ **USAREC Force Structure**

• **Market** • Outreach • Recruit • Assess • Preconditioning • T

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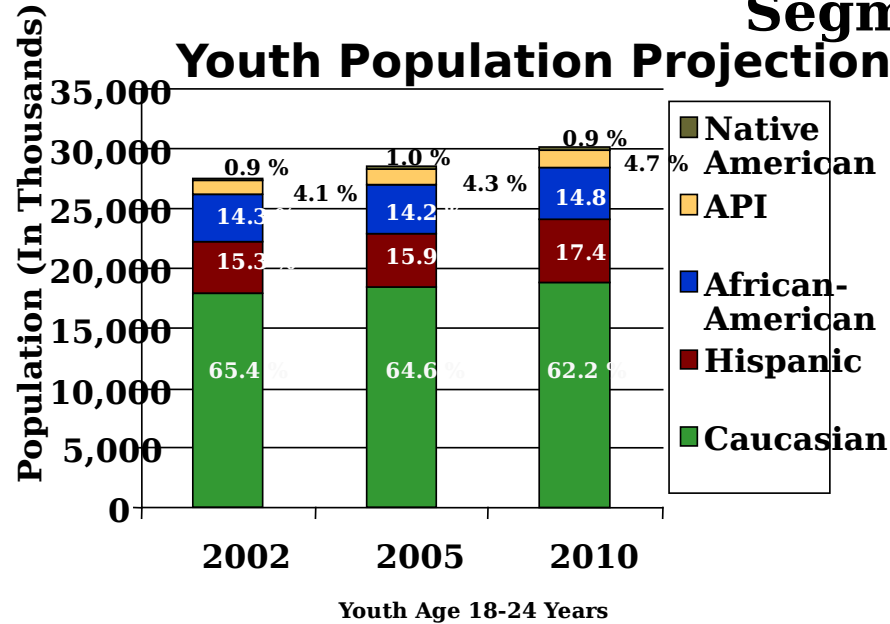
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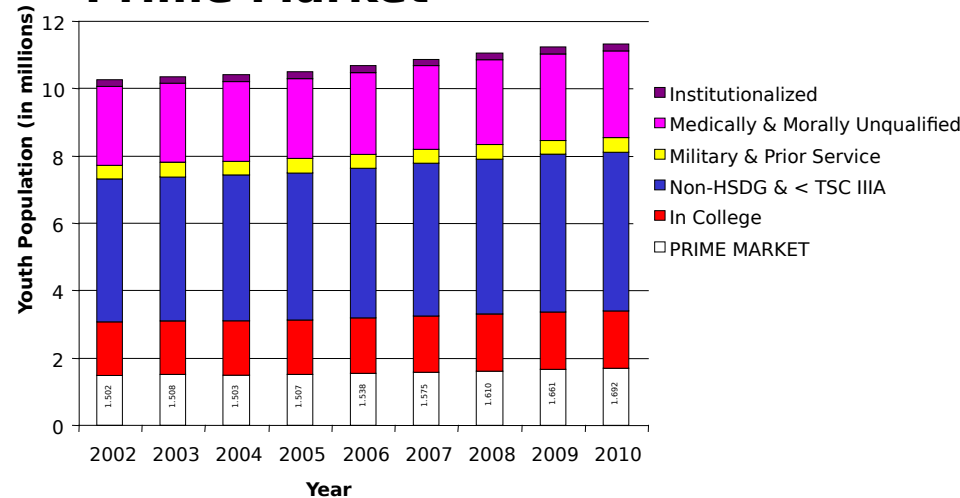
Market Dynamics

Segmentation

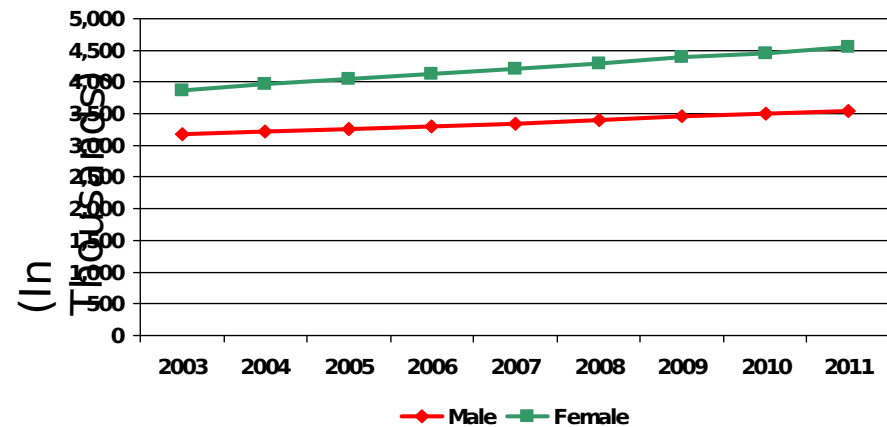
Youth Population Projections



Prime Market



4 Year College Full-Time



High rate of college continuation and market diversity require a transition to advanced analysis and adaptive methods to dominate.

Market Dynamics

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Implications

Invigorate market research

Harder to identify OFS as society becomes more diverse socially/economically/culturally

Consider 3 dimensions: cognitive, physical and socio-/psychological

Develop more efficient, high-value targeting process

Seek integrated partnerships to share emerging opportunities

Strategic Outreach

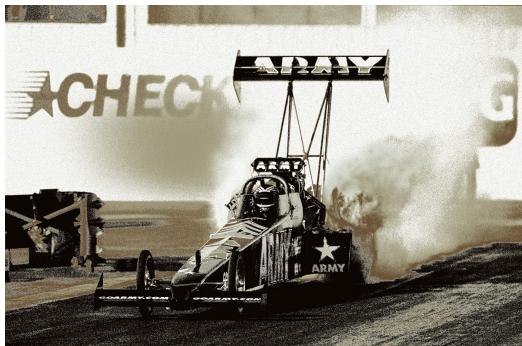
FROM TODAY

- National Campaign Strategy
 - Establish Army as Top of Mind
 - Leverage communication strategies
 - Targets future soldiers and influencers
 - National events to drive industry and local involvement



TAMACC TO TOMORROW

- National Campaign Strategy
 - Deliver the values based Warrior Ethos message
 - Precise targeting of message and media to emerging markets
 - Shapes the attitudes and perceptions of the American people toward the “Objective Force”



“Can ill afford a large number of recruiters on the street in a movement to contact”

Partnerships are pivotal to connecting with

America

• Market • Outreach • Recruit • Assess • Preconditioning • Technology will likely drive message delivery

Implications

Respond to the future environment to reach the OFS

Requires real time response capability

Rapid and adaptive tailoring of messages

Stay ahead of the pace of change

Technology driven synchronized marketing and communication process

Transformed Integrated Process

Recruiter Selection and Training

FROM TODAY

- Volunteer (35%) / Detailed (65%)
- Minimum Criteria
- Traditional training program
- Predominantly classroom environment - little simulation
- Doesn't integrate and capitalize on technology
- Provides minimum knowledge base prior to first assignment



TO TOMORROW

- All Volunteer
- Selection and screening instruments
- Tailored, self-paced training
- Employs virtual environment and use of simulation
- Fully integrates and maximizes technology (Web)
- Provides confident and competent recruiter

Central to success Maximize technology

Identify innate skills

Standardize image

"Recruiters that embody the model objective force soldier with skills, professionalism and technology."

• Market • Outreach • **Recruit** • Assess • Preconditioning •

Implications

Fewer NCOs required to achieve higher levels of production in a quality market

Enable recruiters with technology

Recruiter must operate integrated systems in a dynamic environment

In a more focused market, the recruiter must dominate

Transformed Integrated Process

Accessions Process

TO TOMORROW



FROM TODAY

- Limited, assembly line like assessment
- ASVAB excludes from jobs
- Tied to fixed facilities
- Inefficient, mass processing
- Not responsive to the applicant

- Comprehensive assessment
 - Personality/Adaptive screening
 - Medical diagnostic evaluation and qualification
- Best fit MOS (KSA / Select XXI)
- Real time sales
- Mobile, networked recruiter
- Responsive and flexible
- Market based recruiting



• Wall practices • Market • Outreach • Recruit • **Assess** • Preconditioning • T

Implications

Maximizes current capability and potential of Objective Force Soldier

Synergistic approach to MOS assignment

Shortens the process from civilian to Objective Force Soldier

Cost effective

Customer oriented

In-depth assessment

Improves Trainability

Reduces new soldier losses

Transformation Estimates

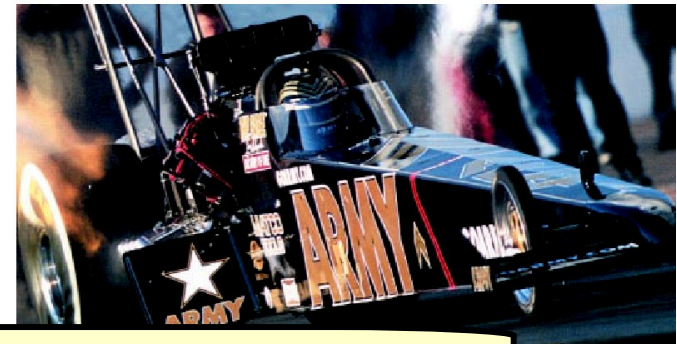
(FY03-09)



Information Technology: Includes the necessary HW & SW investments to move our current recruiter support systems away from client server to a web-based environment...as well as implementation of a common portal to allow access from the outside (e.g., for applicant self-processing)

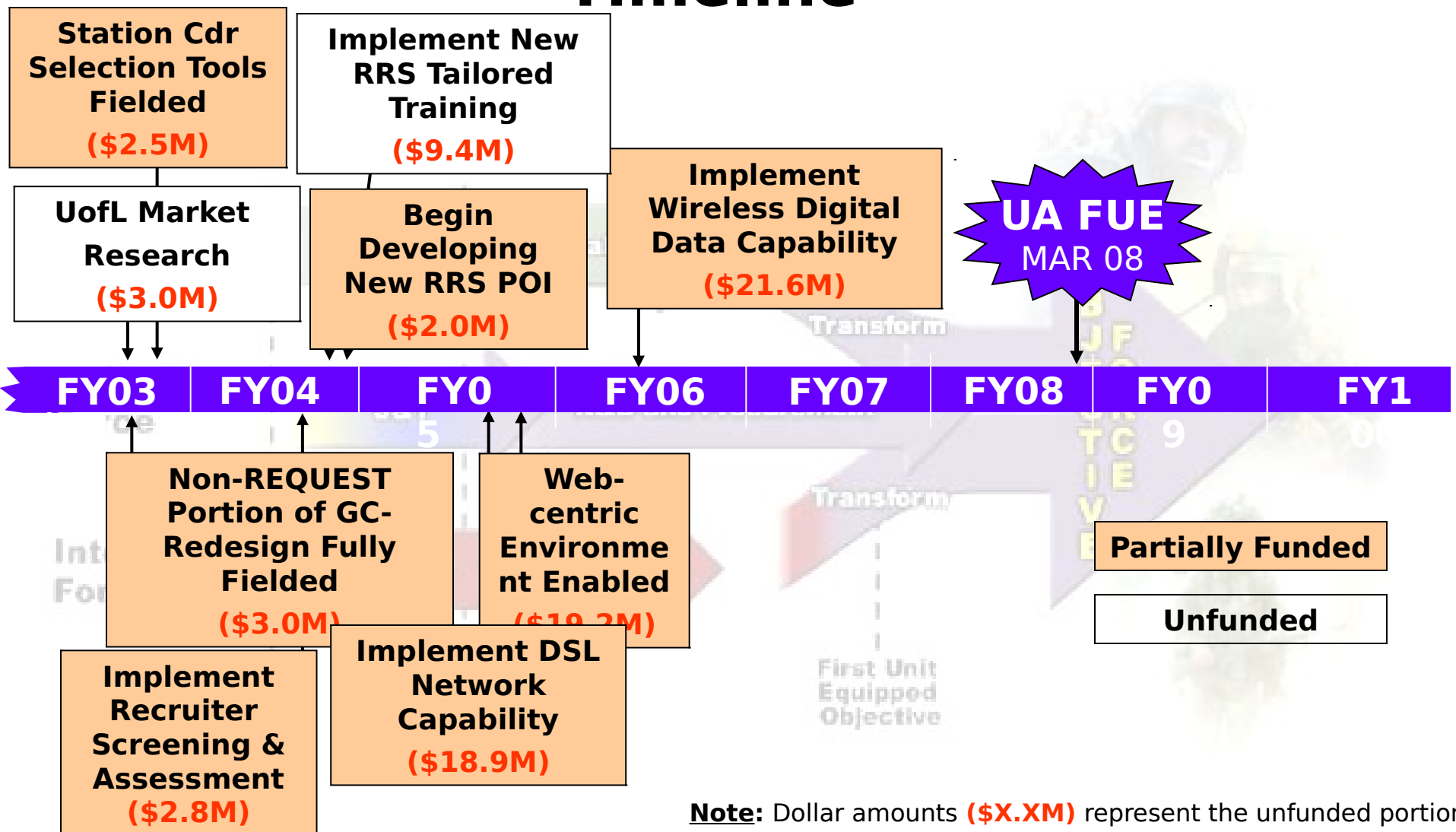
CATEGORY (In Millions)	FY03	FY04	FY05	FY06	FY07	FY08	FY09	Total
Operations (Incl Facilities)	7.7	11.7	9.2	9.6	10.8	1.9	1.5	52.4
Information Technology	12.2	11.2	2.9	2.6	3.2	2.6	2.6	37.3
Communications	3.3	6.5	8.4	8.5	7.0	4.0	3.0	40.7
Training	2.8	4.6	3.0	1.0	1.0	1.0	1.0	14.4
Strategic Outreach		14.0	19.3	30.6	33.0	35.6	38.5	171.0
Total	26.0	48.0	42.8	52.3	55.0	45.1	46.6	315.8

Strategic Outreach: Includes incremental research costs to identify specific requirements and to test new programs for future recruiting efforts...as well as the addition of targeted marketing programs in FY04 and FY06



• Market • Outreach • Recruit • Assess • Preconditioning •

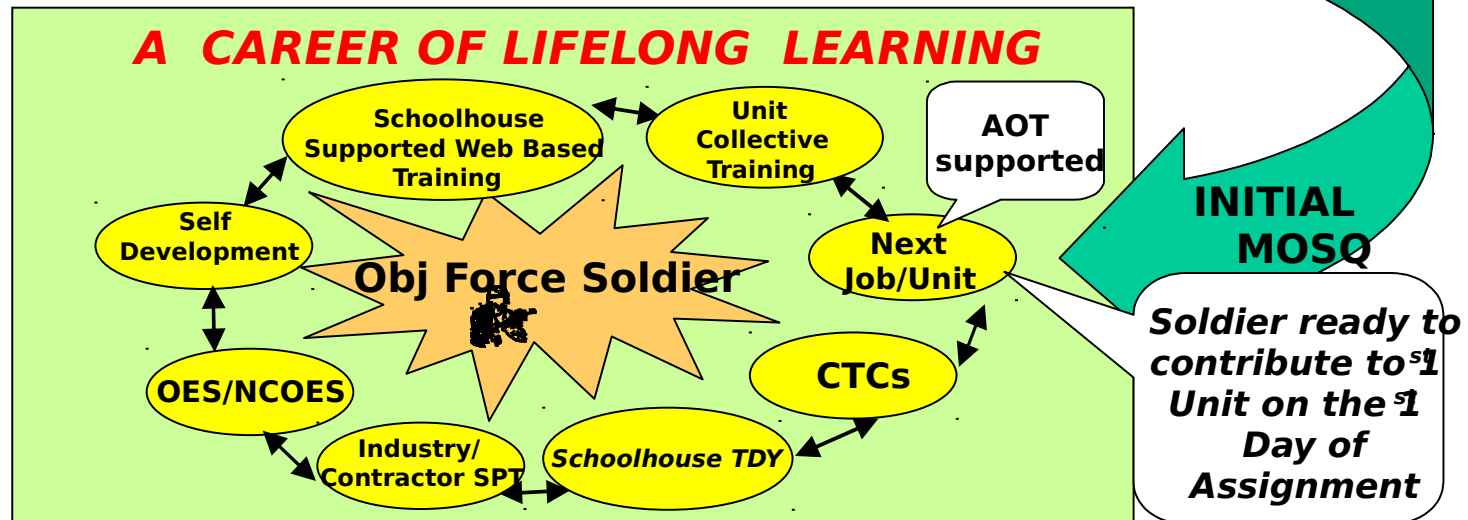
Objective Force Recruiting Timeline



• Market • Outreach • Recruit • **Assess** • Preconditioning •

Transforming The Accessions Process

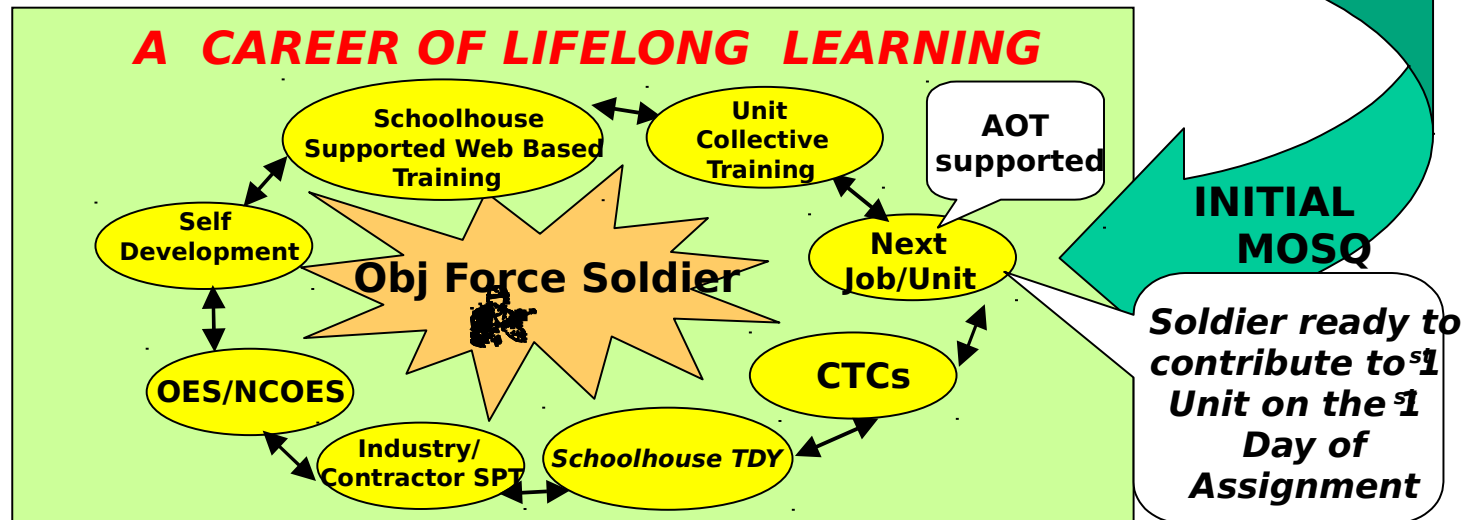
Initial Entry Training Integrated Training Model



• Market • Outreach • Recruit • **Assess** • **Preconditioning** •

Transforming The Accessions Process

Initial Entry Training Integrated Training Model



• Market • Outreach • Recruit • **Assess** • **Preconditioning** •

PRECONDITIONING

FROM TODAY

- **Limited Assessment/
Inaccurate Predictor of
Success**
- **Attrition-Based System**
- **Extensive Rehab Time/
Physical & Psychological**



**Sets Soldiers Up for
IET SUCCESS!**



**Invests in soldiers
qualified to be
in the Army**

TO TOMORROW

- **Comprehensive Assessment-Based
Training**
- **Tailored PRT**
- **Language**
- **Soldiers Positively Reinforced**



• Market • Outreach • Recruit • Assess • **Preconditioning** •

Implications

Leverages Early Assessment

(Training Population has High Potential for Success)

Drives the Overuse Injury Population to Zero

Reduces TTHS

(Preconditioning time much less than rehab)

Maximizes Flow Through IET

Maximizes Potential for Retention

OF Initial Entry Training



FROM TODAY

- BCT, OSUT, AIT Constructs
- Branch vice Warrior Ethos
- High Student-Instructor Ratio
- Standard Army PRT
- Minimum Standards Based

TO TOMORROW

- Job Skills Trained under Battlefield Conditions/Integrated Combat Skills
- Value Based, Warrior Ethos Imbued
- Maximum Potential Focused
- Unit Cohesion Leveraged to the Fullest
- PRT Designed to :
 - Maximize Performance
 - Minimize Attrition
 - Follow-on Technical Skill Training By Exception/Multiple Means
- Modernization Fully Synchronized with Opn'l Army Equi

• Market • Outreach • Recruit • Assess • Preconditioning •

Implications

- **High Performance MOSQ- Immediately Relevant to 1st Unit**
- **Supports Train, Alert, Deploy**
- **Grounded in Army Values**
- **Imbued with Warrior Ethos**
- **Enabled by OF MOS Modernization (Task Update, MOS Consolidation, Restructure)**

Assignment Oriented Training

- Training focused on requirements for unit assignment
- Component of Life Long Learning Process - Provides TRADOC resident and/or distributed training
- Permits training of individuals for an Army comprised of Legacy, Stryker, and Objective Forces - next 25 years
- Enables unit manning and unit rotation options
- Improves unit readiness - soldiers arrive able to immediately contribute to the unit



**Fundamental
to Train-Alert-
Deploy
Strategy!**

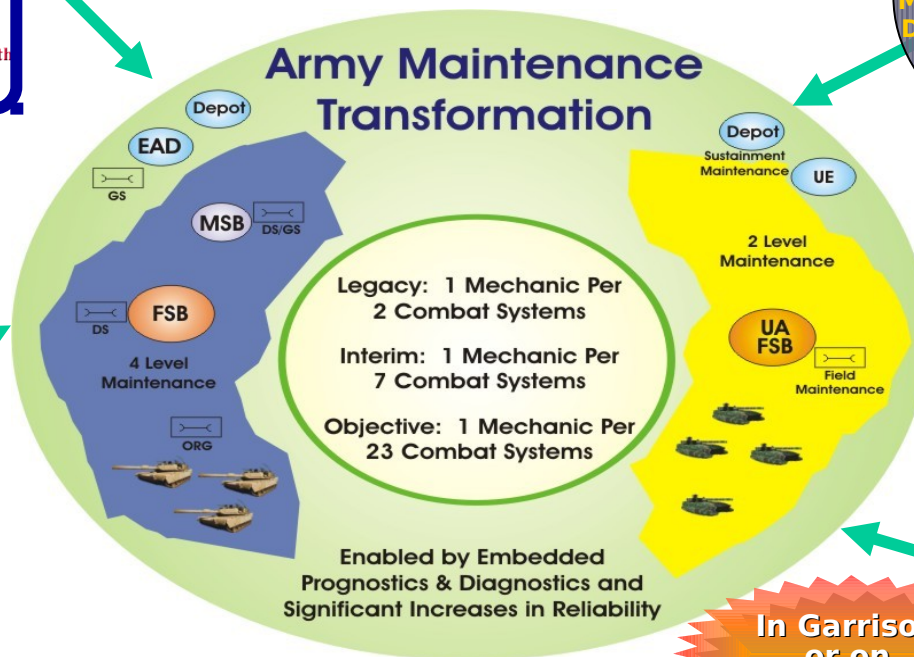
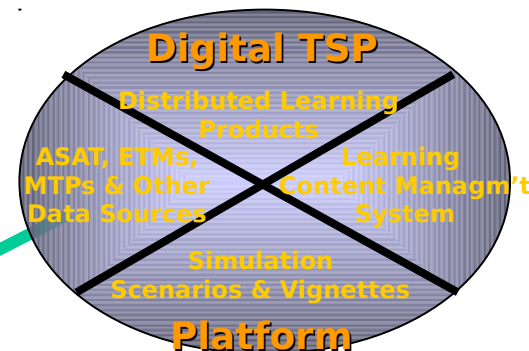
Implications

- Improves MOSQ - Moves soldiers from 78% to better than 95% of critical tasks trained in the institution
- Fundamentally changes future training base infrastructure. Distributed now to wherever soldiers are in addition to the traditional schoolhouse.
- Soldiers trained on same equipment in 1st Unit
- Keeps pace with changing technology
- Sustainment training available through DL
- Will require transformation of the personnel assignment process.
- Need Resource Centers with Reach Back Capabilities

Life Long Learning

The OF Soldier

- Multi-skilled
- Increased span of responsibility
- Aided by technology



MOSQ



Robust Life-Long Learning Provides:

- Reach back to SME's at institution
- Technical updates
- Right-time training



Implications

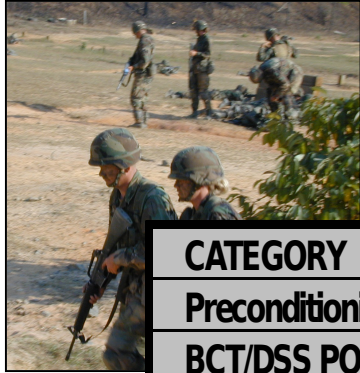
- **Wherever Soldiers / Leaders are Located**
- **Just-In-Time / On-Demand**
- **Reduces overall training and simulation development**
- **Interactive computer simulation**
- **Multiple repetitions at minimum cost**
- **24/7 reach for support on materials, information, and help**
- **Improves Individual and Unit Readiness**
- **Standardized Training**
- **PERSTEMPO Reduction-Reduced TDY**
- **RC Man-Day Reduction**
- **Reduces TTHS**
- **Cost Avoidance**



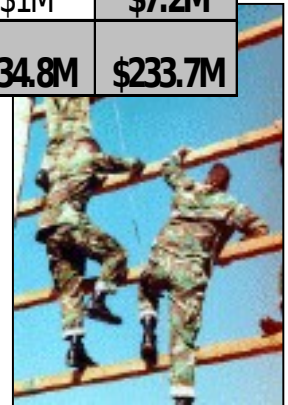
***Army
Investment
Needed!***

Transformation Estimates

(FY03-09)

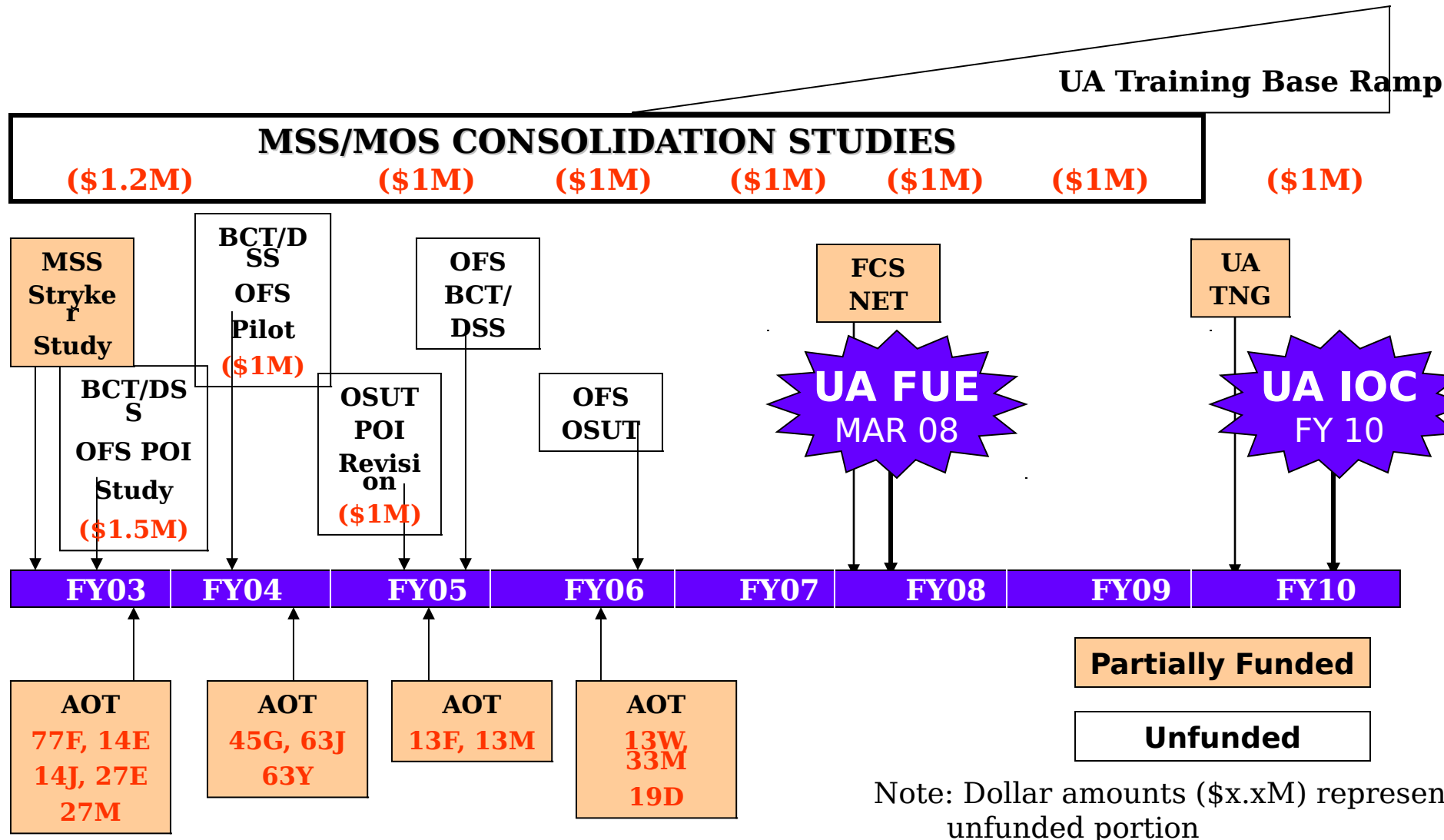


CATEGORY	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	TOTAL
Preconditioning Study	\$1.5M							\$1.5M
BCT/DSS POI Development & Pilot	\$1.5M	\$1M						\$2.5M
OSUT POI Development			\$1M					\$1.0M
Assignment Oriented Training Life Long Learning*	\$8.8M	\$50.0M	\$43.7M	\$37.6M	\$33.8M	\$33.8M	\$33.8M	\$221.5M
MSS/MOS Consolidation*	\$1.2M	\$1M	\$1M	\$1M	\$1M	\$1M	\$1M	\$7.2M
TOTAL	\$13.0M	\$52.0M	\$45.7M	\$38.6M	\$34.8M	\$34.8M	\$34.8M	\$233.7M



* Previously presented at DTLD RRC

Objective Force Training Timeline



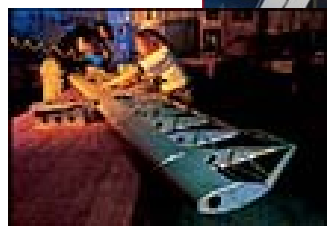
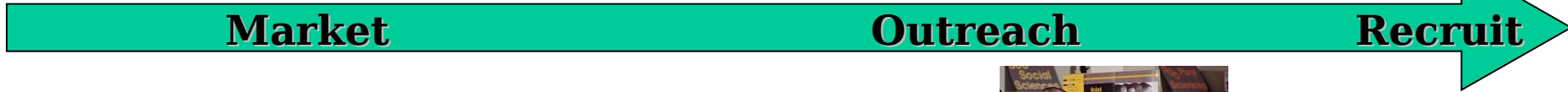
• Market • Outreach • Recruit • **Assess** • **Preconditioning** •

A Seamless Transition in an Integrated Process

Comanche Aircraft Repair Example

1. Understand the Market 2. Strategic Outreach 3. Recruit

- Situational Awareness (locate the market)
 - Embry Riddle
 - VOTECH
- Direct mail to prospects with aviation interests
- Aviation periodical advertisements
- Aviation industry partnerships
- Recruited by those Selected and Trained
- Assessed to determine if suitable for aircraft repair
- Sold on the job and schedule for training at the prospects h
- or -
- Self applied on the web



Business & Commercial Aviation

AVIATION WEEK & SPACE TECHNOLOGY



A Seamless Transition in an Integrated Process

Comanche Aircraft Repair Example

4. Assess

- Medically qualified using diagnostic evaluation instruments
- Assessed as requiring strengthening exercise preconditioning and scheduled

5. Preconditioning

- Begins preconditioning with comprehensive assessment
- Conducts three weeks of

6. Train

- Begins Comanche aircraft repair OSUT
- Basic combat skills integrate with field oriented aircraft repair
- Completes training and reports to Comanche maintenance support unit

Assess

Preconditioning

Train



- **Prospect (w/some college) better suited for job:**
 - **Less DEP Loss**
 - **Less training base attrition**
 - **Retains soldiers from contract to first unit**

- **Less attrition drives mission down**
 - **Reduces training base**
 - **Reduces recruiter requirements**

Developing & Equipping the Objective Force Soldier



Objective Force Soldiers Requirements

FCS ORD identifies Soldier requirements:

- Improved Soldier capabilities with:
 - Lethality / Survivability / Mobility / Sustainability / C4ISR / Training
- Increased Soldier survivability: (Mounted or Dismounted)
- Reduced Soldier load
 - 40 lbs
 - No degradation with soldier mobility or performance during individual and collective tasks
- Increased equipment durability / comfort / functionality / ease of operation
- Integration for Soldier C4ISR
 - Equipment / Recharge capabilities / tactical updates
- Storage for individual Soldier
 - Equipment sets / electronic training records / personnel data / doctrinal publications / unit SOPs

Equipping the OF Soldier - Science and Technology

Equipping the OF Soldier - Science and Technology

S&T for Full Spectrum Objective Force Soldiers

Unmanned Vehicles



OAV (L) A-160 Hummingbird



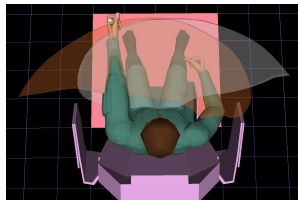
Mule



NLOS/BLOS Fires



Supply Platoon



Human Factors Engineering

- Human modeling for design
- Cognitive engineering
- Materiel handling/maintenance
- Increase Crew Performance/ Efficiency
- Reduce Crew Size
- Advanced Open Architecture



Water Recovery & Purification

- Vehicle exhaust
- Ambient air
- Compact, light-weight, energy efficient



Objective Force Warrior

Robotics

Human Factors

Sustainment

Training

Medical



Rations/Field Feeding

- Enhanced nutrition
- Cogeneration
- Reduced weight & fuel and water consumption



Precision Airdrop

- GPS guidance
- Soft landing
- Drive-on/drive-off

Soldier/Leader Training

- Adaptive leaders
- Mentally agile force
- Cognitive readiness



Accelerated Leader Development

- Virtual command experience
- 360° leadership awareness



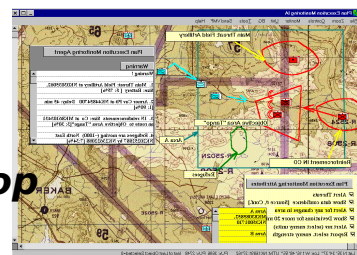
Medical Mission Package

- Advanced Resuscitation Fluids
- Automated Critical Care Systems
- Acoustic Hemorrhage Control



CSS COA Software

- Intelligent Agent Alerts

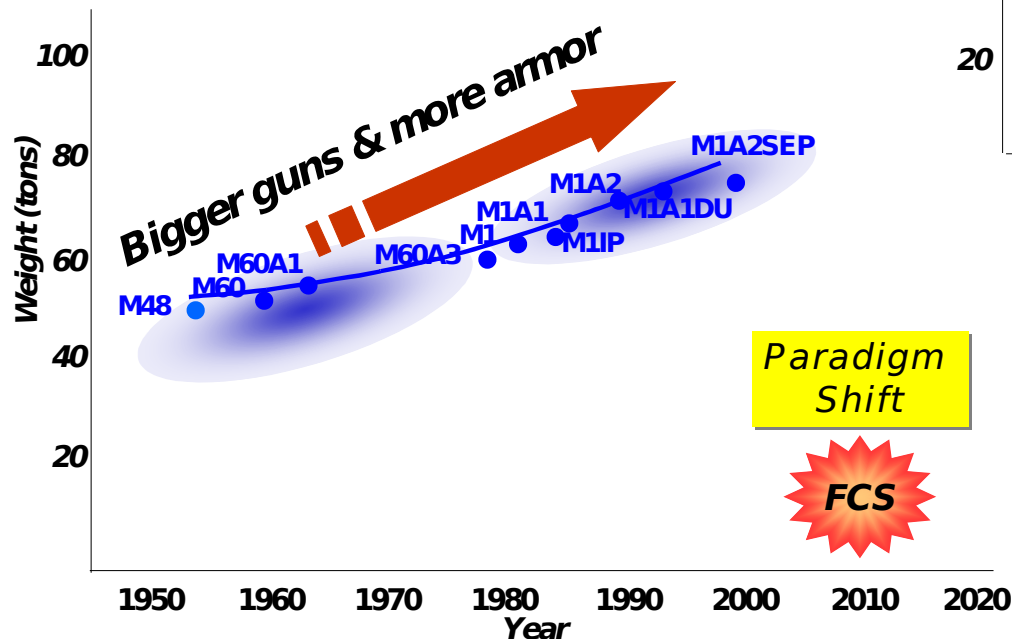


Objective Force Designs

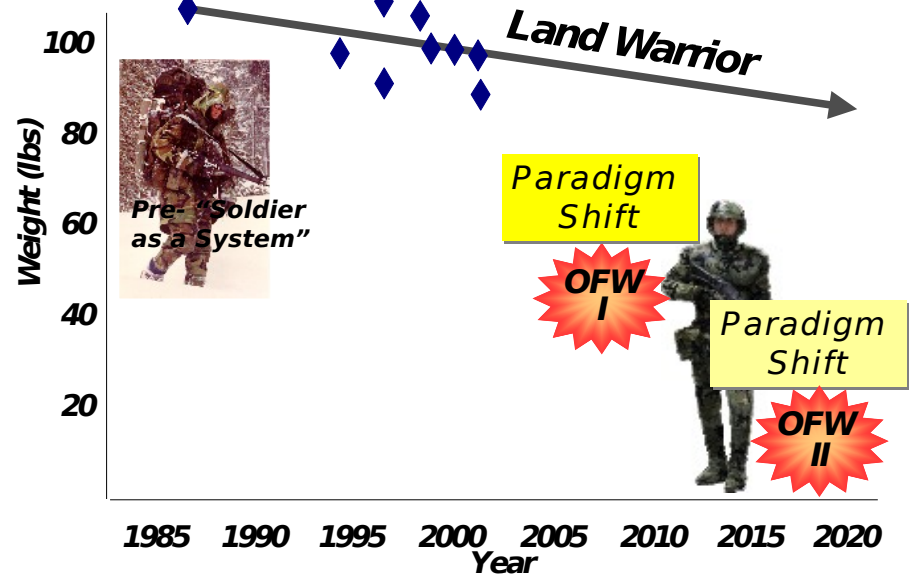
A System of Systems Approach

Transformation Demands Paradigm Shift

Future Combat Systems (FCS)



Objective Force Warrior (OFW)



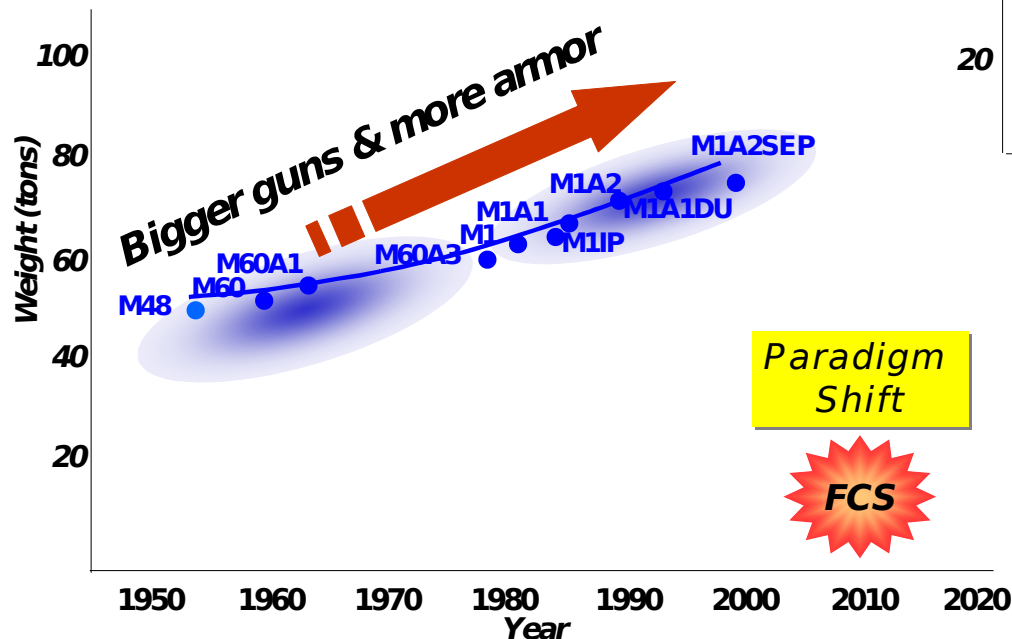
...Yielding
Discontinuity
in Capabilities

Objective Force Designs

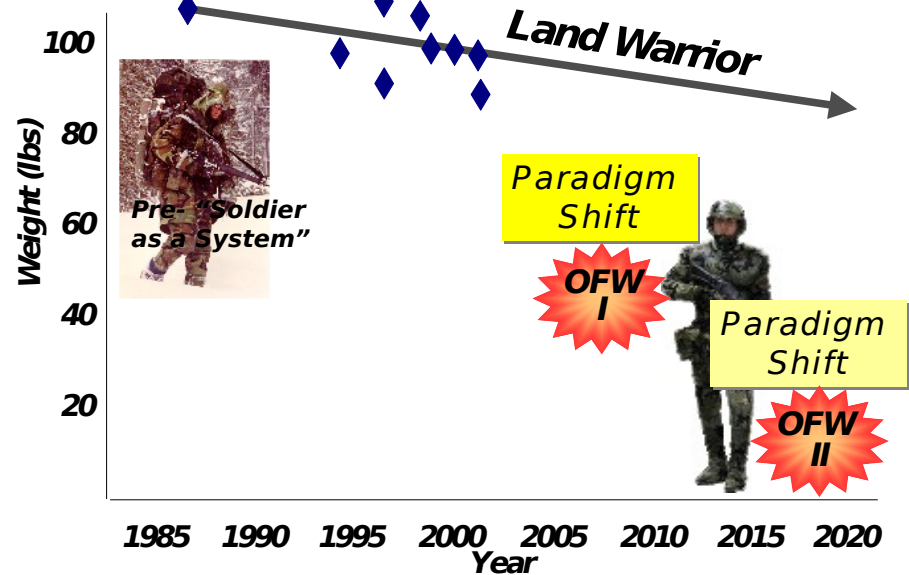
A System of Systems Approach

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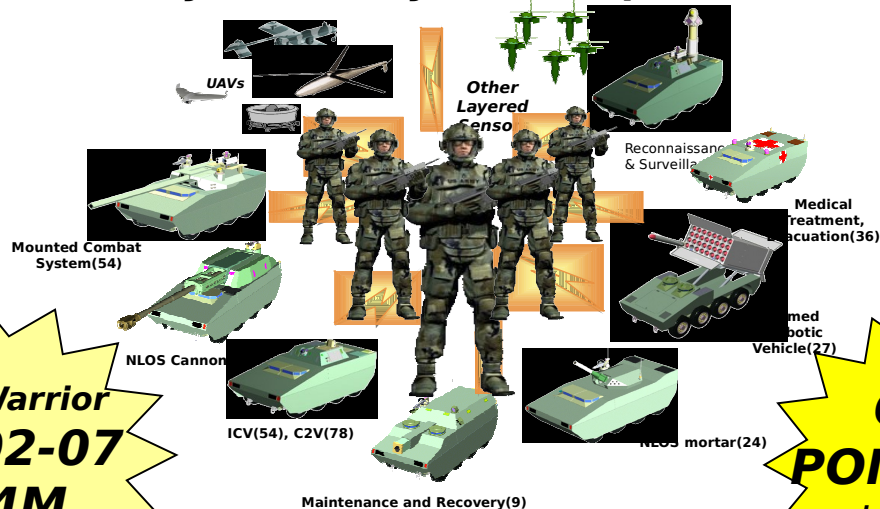


...Yielding
Discontinuity
in Capabilities

Resourcing Warrior Transformation

The Soldier Completes the UoA/FCS Concept

FCS is the networked system of systems that will serve as the core building block within all maneuver Unit of Action echelons to develop overmatching combat power, sustainability, agility, and versatility necessary for full spectrum military operations.



**Future Warrior
POM 02-07
\$344M**

**OFW
POM 04-09
\$900M**

- **“Objective Force Soldiers will be capable of movement with 40 pounds fighting load in all terrain and weather conditions - - with an interest in getting the Soldiers’ fighting load to 15 pounds.”**

– United States Army
White Paper -
Concepts for the
Objective Force

The Soldier is the Center piece of the Objective Force

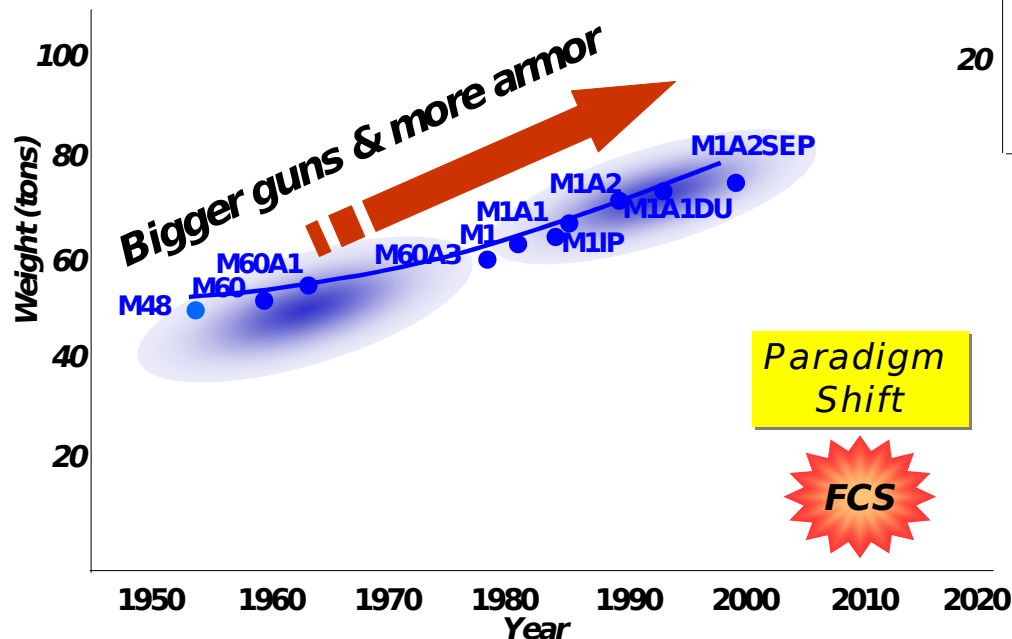
• Synchronized

Objective Force Designs

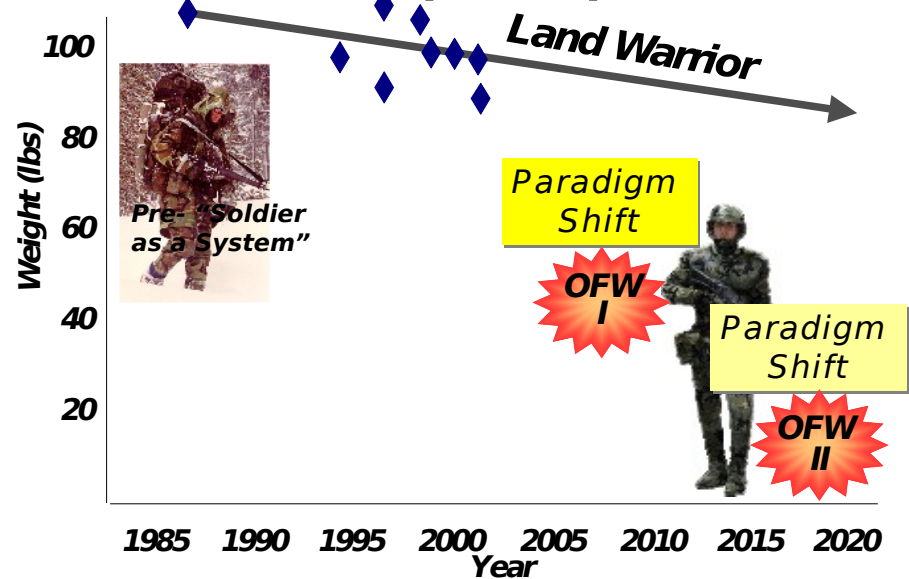
A System of Systems Approach

Transformation Demands Paradigm Shift

Future Combat Systems (FCS)



Objective Force Warrior (OFW)



...Yielding
Discontinuity
in Capabilities

OFW Advanced Technology Demonstration Dismounted Capability for FCS FUE 2008

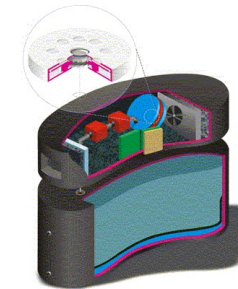
	FY03	FY04	FY05	FY06
	ADV TECH			

Netted



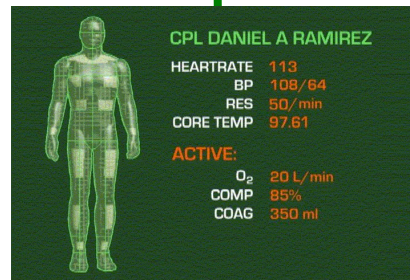
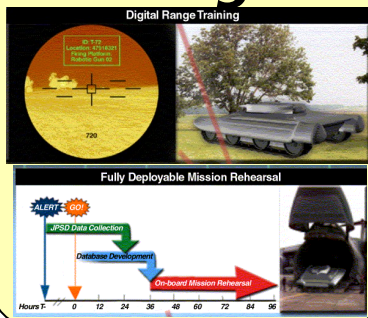
**Interface with
Robotic Mule,
UAV, Soldier
UGVs**

**Integrated Combat
Ensemble & Helmet**

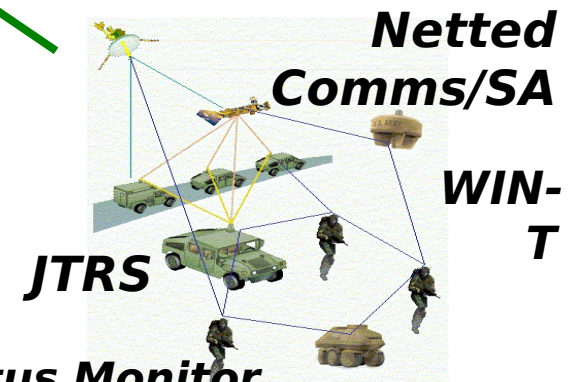


**Lightweight
Hybrid Power
System**

**Embedded
Training**



Warfighter Physiological Status Monitor

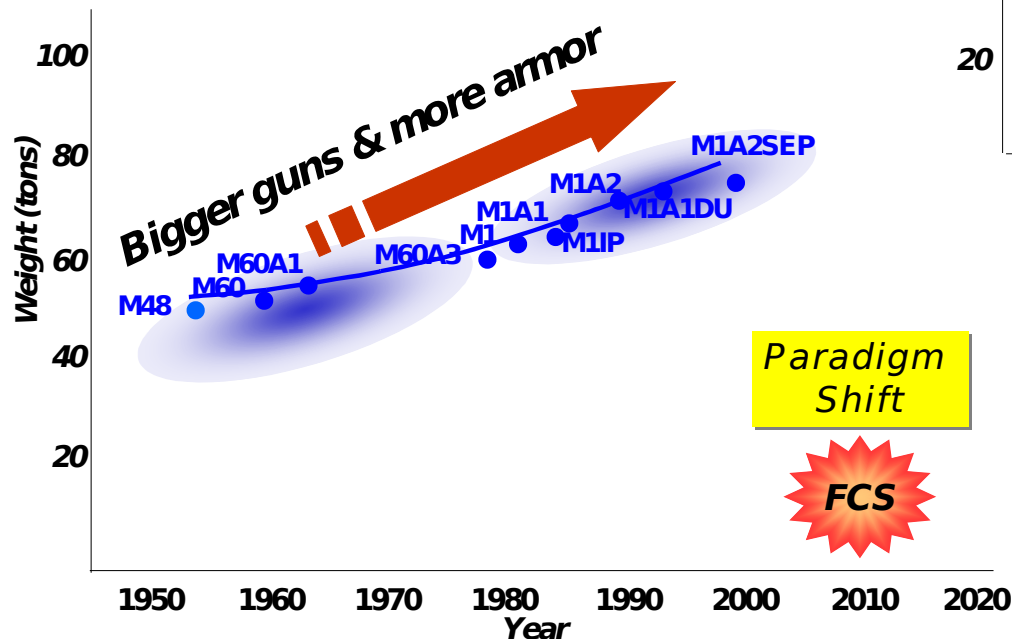


Objective Force Designs

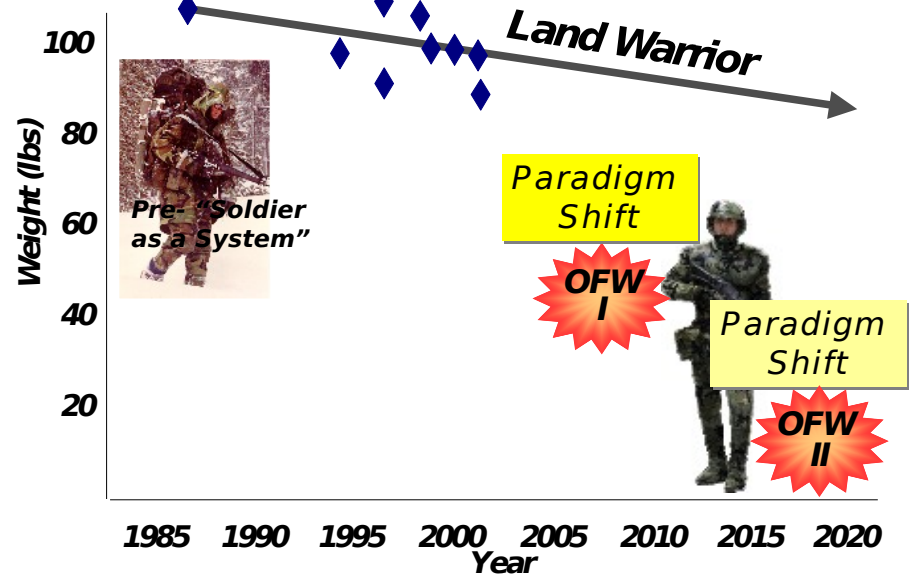
A System of Systems Approach

Transformation Demands Paradigm Shift

Future Combat Systems (FCS)



Objective Force Warrior (OFW)

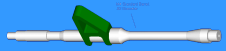


...Yielding
Discontinuity
in Capabilities

Objective Force Warrior II

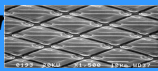
and Beyond

Lightweight Individual Weapons



Ceramic Barrel

Composite
Structure



Ergonomic Design

Caseless
or Plastic
Cased
Ammunition



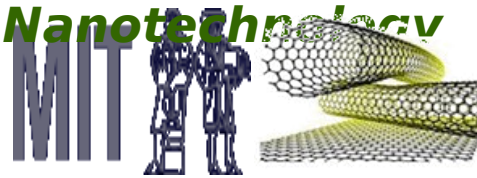
Biotechnology



Biologically derived
power and energy

Institute for
Soldier

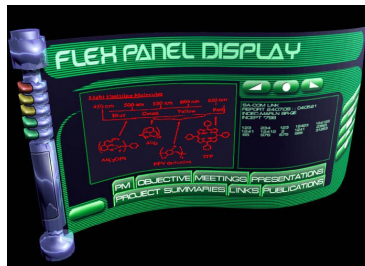
Nanotechnology



Immersive
Environments

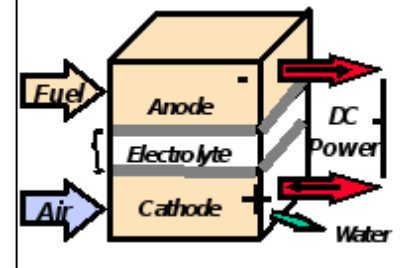


Flexible Displays



Power Sources

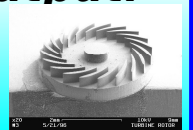
Higher Efficiency
Fuel Cells



Microturbines

Higher Energy Density than
Batteries

- For similar power output:
 - 20X lighter
 - 18X smaller



The Next Paradigm Shifts

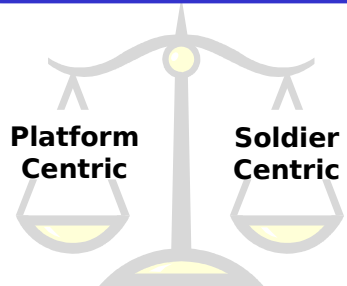
- ▶ **Wears**
- ▶ **Carries**
- ▶ **Consumes**



Integrating 346 programs for the Soldier

Managing Soldier System Transformation

Requirements



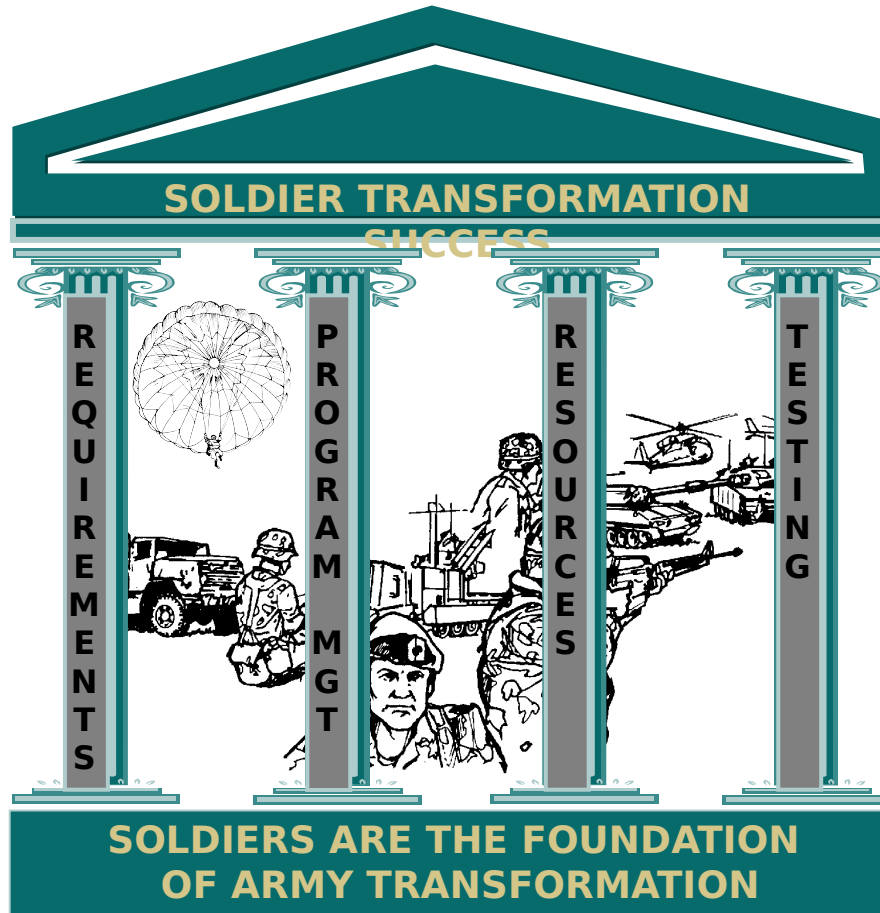
IS THE BALANCE RIGHT?

Soldier as a System

- Mission Need Statement
- Capstone Requirement Document
- AROC

Program Management

- PEO Activated 7 Jun 02
- 346 Programs
- PEO/S&T OFW Team



Resources

- S&T, SDD, & Procurement
- Future Soldier Programs
 - LW BLK III
 - XM-8
 - XM-29
 - XM-307
 - Air Warrior
- Establish Budget Operating System (BOS)
- Small Arms Industrial Base
- Centralized Funding and Fielding (CFF)
- Soldier Enhancement Program (SEP)

Testing

- COTS Use
- Technology Insertion

"Soldiers are the Centerpiece of our Formations"

GEN Shinseki

Objective Force Soldier



Today



**Ranger/
Stryker**



**LW-Advanced
Capability
FCS Block I**

Soldier Today

Lethality



Modular Weapon System M4A1

C2/SA



Paper Maps

Mobility



ATPS

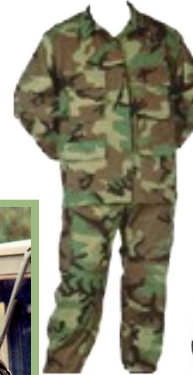


ALICE Pack



MOLLE

Survivability



BDU



EOD Suit



Kevlar Helmet



Interceptor Body Armor



JSLIST

Sustainability



Batteries



Water Hydration System



Canteen

Common Soldier Kit “+” Specialty Equipment



Night Vision

PLGR



PRC-126

Objective Force Soldier



Today

MEDIC & OTHERS
MOUNTED
AIR
LAND



Ranger/
Stryker



LW-Advanced
Capability
FCS Block I

Land Warrior Ranger/Stryker



✓ **Advanced Combat Helmet**

✓ **Kevlar Helmet**

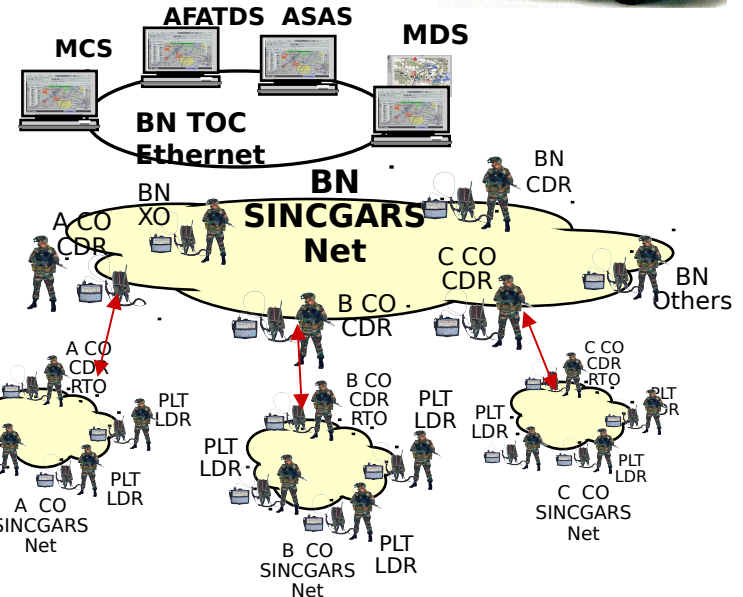
✓ **Laser Range Finder**

✓ **Helmet Mounted Display**

✓ **Link from Optics**

✓ **TWS**

✓ **Integrated Land Warrior GPS**



✓ **LW Communication System**

✓ **Commander's Digital Assistant**

✓ **Soldier Intercom**

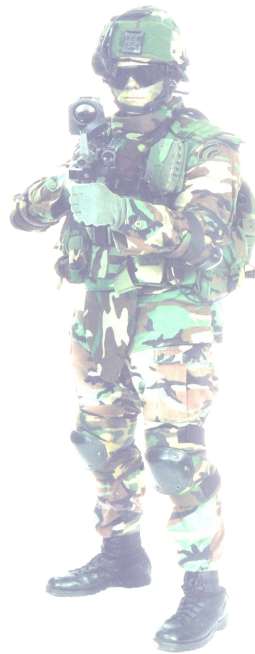


**Army Could Accelerate
Land Warrior Program**

Objective Force Soldier




Today



Ranger/
Stryker

MEDIC & OTHERS
MOUNTED
AIR
LAND



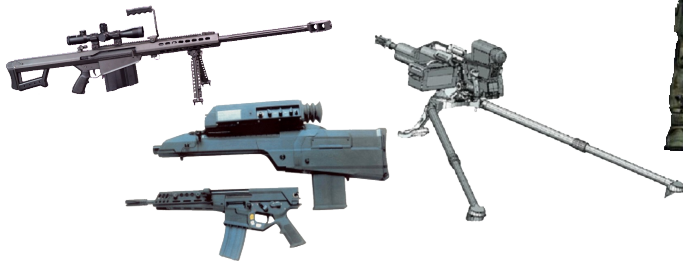
LW-Advanced
Capability
FCS Block I

Land Warrior Advanced Capability

FCS Block I Capabilities in FY08

Lethality

- Linkage to netted fires
- XM8, XM29, XM307, XM107



C2/SA

- ✓ FCS/Stryker network interface
- ✓ Compact, low power digital radio
- Mobile, ad hoc tactical network
- Organic RISTA at small team level
 - Micro Air Vehicle
- JTRS Cluster II Block II
- ✓ Fused I²/thermal
- Customized multi-modal Inputs (voice, tactile, visual)

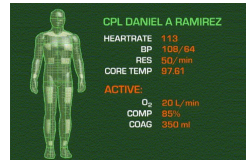


Mobility

- ✓ Off-load body-borne weight to mule - 50 lbs on soldier
- ✓ 3D Navigation

Survivability

- Integrated, full-spectrum protection
- Signature management
- ✓ Active thermal management
- ✓ Physiological status monitoring
- ✓ Remote Triage



Sustainability

- ✓ 24 hr operations w/o re-supply
- Resupply from small team platform
- ✓ Hybrid power source
- ✓ Performance condition
- ✓ Training on-the-move; maintain proficiency (20% inc)
- ✓ Mission rehearsal (EMPRS)



Weight

✓ Denotes New Capability

The Soldier System

Infantry



centerpiece



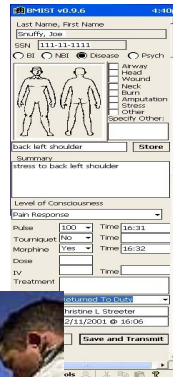
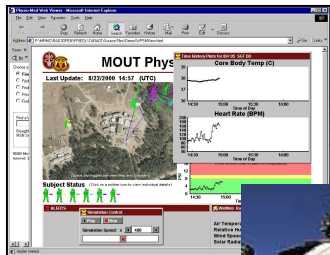
Aviator



ANGV



Medic



MP



Key Points

- **Soldier as a System concept - Key to Success**
- **Army must balance between soldier centric and platform centric needs**
- **Establish common baseline for all Soldiers**
 - **Optimize the capability across all MOS**
 - **Focus as required for unique needs/missions**
- **All Soldier development and procurement activities must be centralized in a single Battlefield Operating System**
- **Organize Soldier PPBES For Soldier as a System**

Common Issue with Mission Specific Kit

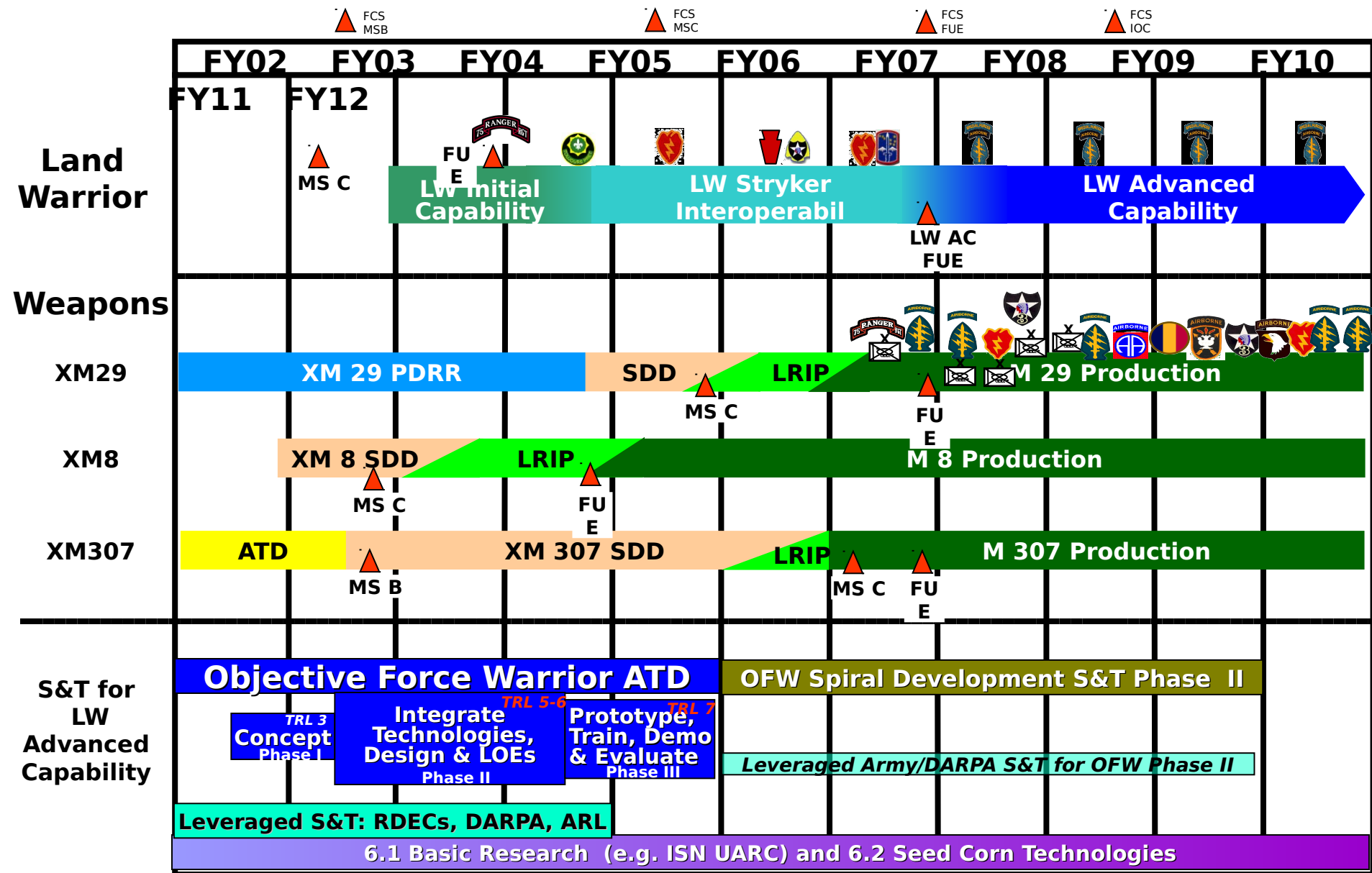
Objective Force Soldier Fielding Integration



Soldier Systems Acquisition Roadmap

DRAFT

DRAFT



**SOLDIER *WILL BE* CENTERPIECE
OF THE OBJECTIVE FORCE
FORMATION**

**Requirements +
Resources = Capability**

**SOLDIER *WILL BE* CENTERPIECE
OF THE OBJECTIVE FORCE
FORMATION**

**Requirements +
Resources = Capability**



Objective Force Soldier RRC Recommendations

- **CSA approve concepts and way ahead to market, outreach, recruit, assess, precondition, train, and equip the Objective Force Soldier**
- **CSA approve concept to pursue a new management model for Soldier weapons and equipment acquisition**



Objective Force Soldier RRC Recommendations

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